

STATE OF CALIFORNIA  
COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING  
  
POST COMMISSION  
ADVISORY COMMITTEE MEETING



TIME: 1:00 p.m.  
  
DATE: Wednesday, June 22, 2016  
  
PLACE: Commission on Peace Officer Standards  
and Training  
860 Stillwater Road, Suite 100  
West Sacramento, California



REPORTER'S TRANSCRIPT OF PROCEEDINGS



Reported by:  
Kathryn S. Swank  
California Certified Shorthand Reporter #13061  
Registered Professional Reporter

---

---

**Daniel P. Feldhaus, C.S.R., Inc.**  
Certified Shorthand Reporters  
8414 Yermo Way, Sacramento, California 95828  
Telephone 916.682.9482 Fax 916.688.0723  
FeldhausDepo@aol.com

A P P E A R A N C E S

POST ADVISORY COMMITTEE MEMBERS PRESENT

MARIO A. CASAS  
(Committee Chair)  
California Coalition of Law Enforcement Associations

SANDRA SPAGNOLI  
(Committee Vice Chair)  
California Peace Officers' Association

ELMO BANNING  
Public Member

GEORGE BEITEY  
California Community Colleges

ALEX BERNARD  
Public Member

MARCELO A. BLANCO  
Peace Officers' Research Association of California

JAMES BOCK  
California Specialized Law Enforcement

LANNY BROWN  
California Academy Directors' Association

MARK BRUNET  
California Highway Patrol

GREG GARNER  
California Police Chiefs Association

ALAN McFADON  
Public Safety Dispatcher Advisory Council

RANDALL WALTZ  
California Association of Police Training Officers

---oOo---

A P P E A R A N C E S

POST STAFF PRESENT  
*(participating staff)*

JANICE BULLARD  
Assistant Executive Director  
(Standards and Development Division)  
Executive Office

STEPHANIE SCOFIELD  
Interim Executive Director  
Executive Office

MARIA BOUVIA  
Executive Assistant  
Executive Office

BOB ZIGLAR  
Bureau Chief

EDDIE FREYER  
Senior Consultant

JANNA MUNK  
Senior Consultant

SHELLEY SPILBERG  
Retired Annuitant

---o0o---

**POST Advisory Committee Meeting, June 22, 2016**

**I N D E X**

<u>Proceedings</u>	<u>Page</u>
Call to Order . . . . .	6
Flag Salute - None . . . . .	6
Moment of Silence . . . . .	6
Roll Call of Committee Members . . . . .	6
Introductions of POST Advisory Vice Chair, Interim Executive Director, Assistant Executive Director . . . . .	8
A. Approval of Minutes: . . . . .	12
Action Summary - February 24, 2016 Meeting Minutes - February 24, 2016	
B. Announcements and Correspondence . . . . .	9
C. Review of Commission Meeting Agenda	
B.4. Report on International Interest in POST Specialty Courses . . . . .	13
B.5. Report on the Progress of the Cognitive Task Analysis to Improve Officer Decision Making Skills . . . . .	18
F. Request to Contract For a POST Internal Organizational Study . . . . .	36
J. Report on the POST MOTORS Operational Guideline and Standardized Training Recommendations . . . . .	39
P. Report on the POST Screening Requirements for Retired Peace Officers Returning as Retired Annuitants . .	47

POST Advisory Committee Meeting, June 22, 2016

I N D E X  
C O N T I N U E D

<u>Proceedings</u>	<u>Page</u>
D. Presentations	
Training Manager Network - Learning Technology Resources Bureau, Senior Instructional Designer Rayanne Rogers . . .	54
New Learning Portal Course for Dispatchers "How Do You Copy?" - Learning Technology Resources Bureau, Senior Instructional Designer Rayanne Rogers . . . . .	56
E. Advisory Committee Member Reports . . . . .	59
F. Commissioner Comments . . . . .	63
G. Old Business . . . . .	63
H. New Business	
Opening of the Nominations for the 2016 POST Excellence in Training Awards . . . .	64
Opening of the Nominations for the 2016 O.J. "Bud" Hawkins Exceptional Service Award . . . . .	65
Election of Advisory Committee Chair and Vice Chair . . . . .	65
I. Future Meeting Dates . . . . .	67
Adjournment . . . . .	70
Reporter's Certificate . . . . .	71

--o0o--

**POST Advisory Committee Meeting, June 22, 2016**

**Wednesday, June 22, 2016, 1:03 p.m.**

**West Sacramento, California**

--oOo--

CHAIRPERSON CASAS: Okay. We're going to go ahead and get started. If you could take your seats, please.

We will officially bring the Advisory Committee meeting to order.

*(Raps gavel.)*

CHAIRPERSON CASAS: Good afternoon, everybody.

Good to see all these wonderful faces. We're going to start by -- if I could, ask everybody to stand. We're going to do the flag salute.

*(Pledge of Allegiance recited in unison.)*

CHAIRPERSON CASAS: Please remain standing and have a moment of silence for the officers that have lost their lives in defending their communities.

Officer Nathan Taylor of the California Highway Patrol; Officer Michael Katherman, San Jose Police Department.

*(Moment of silence.)*

CHAIRPERSON CASAS: Thank you.

Okay. Let's start with the roll call. Marie?

MS. BOUVIA: Banning?

MEMBER BANNING: Here.

**POST Advisory Committee Meeting, June 22, 2016**

1 MS. BOUVIA: Beitey?  
2 MEMBER BEITEY: Here.  
3 MS. BOUVIA: Bernard?  
4 MEMBER BERNARD: Here.  
5 MS. BOUVIA: Blanco?  
6 MEMBER BLANCO: Here.  
7 MS. BOUVIA: Bock?  
8 MEMBER BOCK: Here.  
9 MS. BOUVIA: Bonner?  
10 *(No response.)*  
11 MS. BOUVIA: Brown?  
12 MEMBER BROWN: Here.  
13 MS. BOUVIA: Brunet?  
14 MEMBER BRUNET: Here.  
15 MS. BOUVIA: Casas?  
16 CHAIRPERSON CASAS: Here.  
17 MS. BOUVIA: Garner?  
18 MEMBER GARNER: Here.  
19 MS. BOUVIA: McFadon?  
20 MEMBER McFADON: Here.  
21 MS. BOUVIA: Spagnoli?  
22 VICE CHAIRPERSON SPAGNOLI: Here.  
23 MS. BOUVIA: Waltz?  
24 MEMBER WALTZ: Here.  
25 MS. BOUVIA: Young?

**POST Advisory Committee Meeting, June 22, 2016**

1           *(No response.)*

2           CHAIRPERSON CASAS: Thank you, Marie.

3           And we will move to, now, the introductions of POST  
4           advisory vice chair, interim executive director, and  
5           assistant executive director.

6           ASSISTANT EXECUTIVE DIRECTOR BULLARD: Everybody can  
7           go around and introduce themselves.

8           CHAIRPERSON CASAS: If anybody is not aware, I will  
9           announce it now, that this is my last meeting with POST.  
10          I've been the chairman since -- the last few meetings and  
11          it's been an honor to do so. But I've been with POST 13  
12          years now. So I'm stepping down and that will allow for  
13          an active member from my group, the California Coalition  
14          of Law Enforcement Associations to step up, so there will  
15          be a new active member coming on board as of the October  
16          meeting.

17          So I just want to say it's been an absolute honor  
18          working with everybody here, and the last 13 years with  
19          POST staff and so forth has been outstanding. It's  
20          a great time to be part of such a professional  
21          organization.

22          So with that, I'm currently representing today, for  
23          the last one, CCLEA. And then I will pass it over to  
24          Sandra.

25          ASSISTANT EXECUTIVE DIRECTOR BULLARD: Just



**POST Advisory Committee Meeting, June 22, 2016**

1 introduce yourself as the vice chair.

2 VICE CHAIRPERSON SPAGNOLI: Sandra Spagnoli.

3 It's an honor to be the vice chair. I think this  
4 is my second meeting as the vice chair, and I'm  
5 representing California Peace Officers' Association.

6 I also want to take a moment and thank Mario for  
7 his leadership during these meetings. I've always  
8 appreciated your feedback, and thank you, and enjoy  
9 whatever it is you are going to be doing.

10 CHAIRPERSON CASAS: I plan to go to Beverly Hills  
11 and have a good time.

12 *(Laughter.)*

13 VICE CHAIRPERSON SPAGNOLI: We're going to track  
14 you.

15 CHAIRPERSON CASAS: I can only visit. I can't  
16 afford to live there.

17 Thank you, Sandra, for those words.

18 Okay. We'll go to, at this point, to  
19 introductions -- I'm sorry. Announcements and  
20 correspondence.

21 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Mr. Chair,  
22 Members of the Committee, your correspondence is  
23 listed under Tab 0. We have quite a bit of it today.

24 It contains a letter sent from Executive Director  
25 Stresak and Commissioner Joseph Farrow, from the

**POST Advisory Committee Meeting, June 22, 2016**

1 California Highway Patrol, expressing sympathy over the  
2 tragic on-duty death of Officer Nathan Taylor.

3 A letter was sent from Interim Executive Director  
4 Scofield to Chief Eddie Garcia, San Jose Police  
5 Department, expressing sympathy over the tragic on-duty  
6 death of officer Michael Katherman.

7 A letter was received from Laura Perry, executive  
8 director of the California Association of Police Training  
9 Officers, requesting the reappointment of Randy Waltz as  
10 their representative to the Advisory Committee.

11 A letter was received from Ken Corney, president of  
12 California Chiefs Association, requesting the  
13 reappointment of Greg Garner as their representative  
14 to the Advisory Committee.

15 A letter was received from Alex Bernard, requesting  
16 to be reappointed as a public member to the advisory  
17 committee.

18 A letter was received from Lanny Brown, president of  
19 California Academy Directors Association, requesting to  
20 be reappointed as their representative to the Advisory  
21 Committee.

22 A letter was received from Mike Durant, president  
23 of Peace Officers' Research Association of California,  
24 requesting the reappointment of Jim Bock as the  
25 specialized law enforcement representative, and Marcelo

**POST Advisory Committee Meeting, June 22, 2016**

1 Blanco as the PORAC representative to the Advisory  
2 Committee.

3 A letter was received from Donny Youngblood,  
4 president of California State Sheriffs' Association,  
5 requesting the reappointment of Ed Bonner as their  
6 representative to the advisory committee.

7 A letter was received from Carol Leveroni, executive  
8 director of California Peace Officers' Association,  
9 requesting the reappointment of Sandra Spagnoli as their  
10 representative to the Advisory Committee.

11 A letter was received from Rosanna McKinney,  
12 coordinator of the California Public Safety Dispatch  
13 Advisory Council, requesting the appointment of Jaime  
14 Young as their representative to the Advisory Committee.

15 A letter was received from Stephen James, president  
16 of California Coalition of Law Enforcement Associations,  
17 requesting Artin Baron be appointed as their  
18 representative to the Advisory Committee.

19 And a letter was received from Elmo Banning,  
20 requesting reappointment as a public member to the  
21 Advisory Committee.

22 And POST received a copy of a letter that was sent  
23 to Assemblymember Nora Campos from Randy Perry,  
24 legislative advocate for Aaron Reed & Associates, LLC,  
25 representing PORAC, expressing opposition to the

**POST Advisory Committee Meeting, June 22, 2016**

1 governor's trailer bill language, giving the governor  
2 authority to appoint the chair of the POST commission.

3 CHAIRPERSON CASAS: Okay. Thank you, Jan.

4 Also I would like to go back for a second to the  
5 approval of the minutes. Hopefully everybody had an  
6 opportunity to review last meeting's minutes.

7 And if you will, I will entertain a motion.

8 MEMBER BERNARD: Entertaining a motion to approve  
9 the minutes.

10 CHAIRPERSON CASAS: Alex Bernard making a motion  
11 to approve.

12 MEMBER BOCK: Second. Bock.

13 CHAIRPERSON CASAS: Seconded by Jim Bock.

14 All those in favor, signify by saying "aye."

15 (*Ayes.*)

16 CHAIRPERSON CASAS: Opposed? Abstained?

17 Motion passes.

18 I'm sorry. Lanny Brown abstains.

19 Motion passes.

20 (*Raps gavel.*)

21 CHAIRPERSON CASAS: Also I would like to remind  
22 everybody, please be cognizant of identifying yourselves  
23 whenever we make motions and seconds, and so forth, so  
24 that Connie and Marie and our transcriber can record it  
25 properly. So make sure you announce your names when you

**POST Advisory Committee Meeting, June 22, 2016**

1 make those kind of actions.

2 Thank you.

3 Okay. For review of the commission meeting agenda,  
4 I will defer to Jan for that.

5 ASSISTANT EXECUTIVE DIRECTOR BULLARD: You have  
6 before you the commission agenda for tomorrow. I know  
7 you have had a chance to review and request some of the  
8 items be reported on. Staff has also identified some  
9 items of particular interest for you. We are starting  
10 with the consent calendar, Item B.4., which is a Report  
11 on International Interests in POST Specialty Courses.

12 And I will ask Bureau Chief Bob Ziglar to present  
13 on this item.

14 MR. ZIGLAR: Good afternoon, Mr. Chair, Committee  
15 Members. Thank you for the opportunity to talk to you  
16 about the agenda item that we're bringing forward.

17 About two years ago, we were faced with some  
18 potential budget issues that made us start to think,  
19 jeez, well, I had to prepare for a 25 percent reduction  
20 in contracts. Now, fortunately, that did not occur.  
21 But we were starting to think of, are there ways that  
22 We could look at providing training, that we currently  
23 do, where we could maybe help to develop spaces for  
24 California law enforcement.

25 And one of the things that keeps coming up is, we're

1 very proud of our ICI program. It's a great program.

2 It's been going since '94. And we're pretty much always  
3 impacted. About 110 courses a year that we present. The  
4 courses are pretty much always full.

5 In addition to that, they -- many of them have up to  
6 20 people on a waiting list. So obviously, the positions  
7 are identified for peace officers that are reimbursable,  
8 not nonreimbursable. But on the other side, we have many  
9 state agencies and other agencies that are very  
10 interested in attending our courses, because they are  
11 also peace officers in California. And when we have the  
12 opportunity to let them attend our courses, then they pay  
13 the tuition to the -- to the presenter, one of the -- I  
14 believe we have eight presenters that we have. And that  
15 actually helps us to present more courses, as time goes  
16 on. So when we can allow other presenters to take on  
17 some of these folks, that's a big help.

18 In addition, for the last two years, we've noticed  
19 that we get a lot of contacts from other states.

20 Other states that would like to have us participate,  
21 actually bring some of our training to them. Washington  
22 State has requested. New Jersey. Many other states.  
23 And so they want the ICI program.

24 We also have had many states ask, can we send some  
25 of our people? And this is included -- and you have seen

1 the agenda item. But this is included, currently, with  
2 the FBI in the San Francisco office.

3 You know, they are working with Oakland. And one of  
4 the things they wanted to do was to be better prepared  
5 for homicide investigations, such as we have in our ICI  
6 program. So they've attended some of our courses when  
7 we had that ability. They have asked if we could present  
8 an entire course. They will pay the way. And so that's  
9 a good opportunity for us to help bring this training to  
10 other agencies.

11 And in addition, if we did something like this --  
12 and this is a part of the plan -- would be that there  
13 would always be positions, up to five positions, even if  
14 an out-of-state agency would come in and participate.  
15 We would have five agencies that would be California  
16 peace officers. They wouldn't pay anything.

17 That would be covered by the cost of other people  
18 attending our courses.

19 So thinking, at the time, like I said, about two  
20 years ago, when I was looking at my contracts, that we  
21 may be having money -- losing money and we have to find  
22 ways to continue these kind of programs, we thought,  
23 maybe that would be something we could do that could  
24 maintain positions, you know, in this training.

25 Recently, ICITAP, the federal DOJ, had asked us if

1 we would participate with them in one of their island  
2 consortiums that they have. It's the RSS Barbados and  
3 seven partner islands. And what ICITAP generally does  
4 is, they try to help agencies where -- or countries  
5 where maybe drug trafficking may be going through, human  
6 trafficking, both of which were issues with ICITAP in  
7 that area.

8 So they have asked if we would bring our homicide  
9 investigation course there. They have asked if we could  
10 do a core course. And they have asked if they could have  
11 some of their members -- and we have allowed six members  
12 so far -- to sit in on our courses here.

13 Those would be advanced instructors in their system.

14 And one of the byproducts of that is, when we have  
15 people from other states -- and one would be Belgium,  
16 that we allowed in -- you have the ability to see what  
17 other people do and the conversations with those  
18 investigators. Because one of the things that I really  
19 like about the ICI program is that you make these  
20 contacts with all of these investigators from within  
21 your region and from within the state. And if I ever  
22 need something for L.A., I have a person I can talk to.

23 So we've been looking at -- we've had an incredible  
24 response from the agencies. And this isn't -- by the  
25 way, we didn't advertise this. None of our presenters



1 have. We just kept getting calls of -- requesting, hey,  
2 can we take that course? Would you bring it to us in  
3 New Jersey? And at this point, we've been looking at,  
4 no, we really can't. We have our local area. But what  
5 we're wanting to do is take a look at, if we do something  
6 like this, do we provide additional positions for  
7 California law enforcement that they don't have to pay  
8 for? And that's my goal, is to always have spaces  
9 available, and you learn so much more when you bring  
10 other people in, from other diverse areas.

11 So pretty much, it's an opportunity. It is a  
12 program wherein -- and by the way, I mentioned in the  
13 agenda item, IDI. We constantly get calls from private  
14 industry regarding the training that we do in our  
15 Instructor Development Institute, and from other states,  
16 that would like us to do the same. And we're very proud  
17 of these programs, and these agencies see what California  
18 has been doing, and they want to have us help them to --  
19 basically they don't have the support that we've been  
20 fortunate enough to have, here in California, where we  
21 develop the kind of training that we do.

22 With that, that's about all I really have to say.  
23 I would have -- if you have any questions about the  
24 program or any ideas?

25 CHAIRPERSON CASAS: Do we have an idea what the

**POST Advisory Committee Meeting, June 22, 2016**

1 revenue source of that would bring to POST? I mean,  
2 have we ever done -- is that --

3 MR. ZIGLAR: We haven't gone that far, to the  
4 revenue. And really, what it would -- that thought I  
5 had was, we would not profit by anything by this. We  
6 would be able to have spaces available because the  
7 other -- the fees that out-of-state people would pay  
8 would allow us to have positions so that California  
9 officers could go in. So it wouldn't be a revenue-  
10 making-a-profit kind of a thing, but it would be a way  
11 of opening spaces.

12 And like I said, when I started, we don't have  
13 enough spaces as it is. We have such a demand.

14 CHAIRPERSON CASAS: Thank you.

15 MR. ZIGLAR: You are welcome.

16 CHAIRPERSON CASAS: Any other questions for --  
17 on this subject?

18 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you,  
19 Bob.

20 CHAIRPERSON CASAS: Thank you.

21 MR. ZIGLAR: Thank you.

22 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Our next is  
23 Item B.5., which is a Report on the Progress of the  
24 Cognitive Task Analysis to Improve Officer Decision  
25 Making Skills. And Law Enforcement Consultant Eddie

1 Freyer will be reporting on this item.

2 MR. FREYER: Good afternoon. My pleasure to talk  
3 about this project that we've been working on for about  
4 two and a half years.

5 The basic premise of this idea is, can we improve  
6 young officers' decision making skills during encounters  
7 that are chaotic or somewhat unusual - those encounters  
8 that they don't necessarily train for or have a procedure  
9 to respond to.

10 And in doing that, we looked at how individuals do  
11 make decisions under crisis. Our research into that  
12 topic led us, time and time again, to a few cognitive  
13 scientists in the country that are experts, in this  
14 decision making study.

15 And the leading expert in the country is Dr. Gary  
16 Klein, and he is famous for his research in cognitive  
17 skill building in a wide range of domains:

18 The military, NASA, airline industry, firefighting,  
19 and so forth.

20 And his research led him to realize that when  
21 critical decision makers are confronted with an unusual  
22 event, they refer to what is called mental models, in  
23 their mind, to trigger a decision. And we know that  
24 after 20, 25 years, 30 years of experience, we have some  
25 great decision makers in the law enforcement profession.

1           That's the problem. It takes 20, 25 years to  
2       develop that expertise, that flawless decision making  
3       process that we all admire in our good decision makers.

4           Can we develop training that allows younger  
5       officers, what we call novice, inexperienced officers,  
6       to perform in the decision making realm much closer to  
7       those that have 20, 25, 30 years of experience? The  
8       answer to that question is, yes, we can. They have been  
9       doing it, in those other domains, for many years.

10          So we engaged Dr. Klein to conduct what is called  
11       a cognitive task analysis. And that is a scientific  
12       methodology in which the scientists explore the unique  
13       characteristics of a decision maker in a specific domain,  
14       that domain being law enforcement.

15          And that process requires, primarily, two approaches  
16       to identify those skills. One is through the interview  
17       process. POST identified a number of experts and people  
18       that excel in chaotic situations. Dr. Klein and his team  
19       came out and interviewed a number of those experts here  
20       in California last year and extracted a lot of data from  
21       those interviews.

22          The second method is through observation, and that  
23       was -- that was completed through scenario testing that  
24       we did here in Sacramento last year, as well as a really  
25       rich opportunity for those observations in last year's

1 Urban Shield exercise, which they came out and observed a  
2 number of teams going through some of those scenarios.

3 The bottom line is, after all that research and  
4 data collection -- and Dr. Klein will tell you himself  
5 that he's never had such a rich pool of information from  
6 any cognitive task analysis he's ever completed. And  
7 from that, he's identified what is referred to as 11  
8 cognitive skills that are typically used by law  
9 enforcement officers when making decisions dealing with  
10 crisis and/or unusual events.

11 And those skills are some of the things you probably  
12 heard before. They are tactics, sense making,  
13 prioritization, workarounds, things of that nature.

14 And then we can draw, from those 11 cognitive  
15 skills, very specific training objectives and a  
16 curriculum that we can deliver through a variety of,  
17 kind of a -- platforms, and that's what we're working on  
18 right now.

19 So we have collected the data. We have identified  
20 the cognitive skills typically used by law enforcement  
21 officers in making those critical decisions, and our plan  
22 is to develop a method to deliver that cognitive skill  
23 training in future programs.

24 Any questions?

25 Yes, sir.

**POST Advisory Committee Meeting, June 22, 2016**

1 MEMBER BROWN: Lanny Brown from the academy piece.

2 Is there any tying in -- because in our industrial,  
3 a lot of times there's discussions between high-stress,  
4 medium-stress, low-stress environments.

5 And typically, the conversation is, stress - certain  
6 stress concepts is to feed -- to help new officers make  
7 decisions in the hecticness of the field.

8 Is that element being woven into this?

9 MR. FREYER: Yes, it is.

10 MEMBER BROWN: I'm just kind of curious --

11 MR. FREYER: Yes, it is.

12 MEMBER BROWN: -- as we get some guidance out of  
13 this, is to -- where the industry academies should tend  
14 to land, based on something --

15 MR. FREYER: Right.

16 MEMBER BROWN: -- other than full metal jacket or  
17 something.

18 MR. FREYER: Sure. Absolutely. We know we're  
19 doing some cognitive skill building already in our  
20 academies, as well as in FTO programs and some of our  
21 forced options, similar programs. And that's already  
22 occurring.

23 And our plan is to really, strategically, start  
24 placing some additional cognitive skill building all the  
25 way through an officer's career, starting at the academy

1 through FTO, and into in-service training programs.

2 And it's to develop the necessary mental models  
3 that they need, to make timely and accurate decisions  
4 that have desirable outcomes.

5 MEMBER BLANCO: Marcelo Blanco.

6 MR. FREYER: Yes, sir.

7 MEMBER BLANCO: What's the time frame?

8 MR. FREYER: That's a very good question.

9 I think it was best explained to me about a month  
10 ago, from a trainer over in Alameda County. And that's  
11 a huge mountain of dirt you want to move. So I think  
12 our plan is to take some small steps and implement some  
13 of the training, maybe at the academy level, and then  
14 measure the effectiveness of that cognitive skill  
15 building and see how long it takes for those mental  
16 models to be embedded in the officer's mind so they can  
17 actually use them in the field.

18 MEMBER BLANCO: Are we looking at, possibly,  
19 anything for our officers currently working out in the  
20 field? Just putting some type of training --

21 MR. FREYER: Yes, we are. Yes, we are.

22 MEMBER BLANCO: -- whether via the portal or things  
23 like that as well?

24 MR. FREYER: Exactly. We're looking at developing  
25 a short two- or three-day course that talks about these

1 mental modeling and scenario-based training.

2 That would be offered to our officers in the field.

3 MEMBER BLANCO: Okay.

4 CHAIRPERSON CASAS: Mr. Freyer, in reference to the  
5 FTO program, ultimately, when it's effected, is your plan  
6 looking to increase hours in the FTO program or  
7 significantly change the current curriculum or how --  
8 you know, the stages of the FTO --

9 MR. FREYER: Let me just say this: The FTO is a  
10 pivotal piece of this puzzle, and the FTO plays a crucial  
11 role in developing officers' decision making skills. No  
12 doubt about it.

13 So the FTO needs the appropriate training to be a  
14 mentor in developing cognitive skills for young officers.  
15 And not critiquing the officer just on proper responses  
16 based on policies and procedures, but what were you  
17 actually thinking when you made that choice during that  
18 domestic violence encounter?

19 And then developing why that officer made that  
20 choice. Was that maybe a good cognitive skill or a bad  
21 one? And then -- and then deliver the appropriate  
22 mentoring so that those mental models are enhanced for  
23 future use.

24 But that's a very pivotal part, and I think we'll  
25 have to examine the FTO program to see where we embed



1       that.

2               CHAIRPERSON CASAS:   Thank you.

3               MR. FREYER:   Yes.

4               VICE CHAIRPERSON SPAGNOLI:   Sandra Spagnoli.

5               I had a question regarding the nexus between the  
6       research that you are doing on cognitive skills and the  
7       connections to preemployment screening on the  
8       psychological.  And is that jumping too far?  Or it  
9       would seem to me that to consider what you are -- that  
10      some of the new standards that have been put in place  
11      for psychological screening have a nexus to what you are  
12      doing?

13              MR. FREYER:   Yes, it does.

14              VICE CHAIRPERSON SPAGNOLI:   Because I know,  
15      recently, they did some work in the last couple years.  
16      So the disconnect there is going to be -- or the  
17      connectivity there is going to be really important.

18              MR. FREYER:   A very keen observation.  Yes, we  
19      actually are looking at that in terms of, can some of  
20      the cognitive abilities of a person seeking employment  
21      in law enforcement, can they be determined in some  
22      pre-psychological testing or some other testing approach  
23      that could say that this person has the ability to  
24      develop good cognitive skills?  Yes, we are looking at  
25      that, but we're just scratching the surface of that.

**POST Advisory Committee Meeting, June 22, 2016**

1 VICE CHAIRPERSON SPAGNOLI: Thank you.

2 CHAIRPERSON CASAS: Yes, sir.

3 MEMBER BANNING: Elmo Banning.

4 I run into -- well, I'm exposed to a number of  
5 supervisors and sergeants almost on a weekly basis. And  
6 what I don't see in the list is, how do you get an  
7 officer out of the car? When they drive by and they see  
8 500 iPhones and they want to make contact with somebody,  
9 I mean, where -- what bullet does that fall under,  
10 getting out of the car and risking, maybe, potentially,  
11 their entire career because of a media flux. It's not  
12 going to -- you are talking to the wrong person. You  
13 took the wrong action. I mean, you are only one "tweet"  
14 away from losing your job.

15 And that is a huge issue.

16 MR. FREYER: Sure, it is.

17 MEMBER BANNING: I know this got started in 2014,  
18 but the climate today is so much different. And I talk  
19 to sergeants and I said, what's the deal? Our officers  
20 are just driving by this stuff because they don't want  
21 to risk their careers, and going out and doing what  
22 maybe we would call old-fashioned police work. The  
23 technology is almost forcing them to stay in the car.  
24 They are -- you know, they are not going to be risk  
25 takers.

1           And you could be the smartest person in the world  
2           and I -- may I suggest that maybe some of the smartest  
3           are people who just drive by with maybe ten years left  
4           and the mortgage and the boat and the two kids -- you  
5           know, the station wagon.

6           I don't know what we do to address that in this  
7           because I don't know if it's necessarily cognitive skill.

8           MR. FREYER: Well, let me try to address it.

9           MEMBER BANNING: Please.

10          MR. FREYER: And in the final conclusions of  
11          Dr. Klein's research -- and he suggests that if we follow  
12          some of this cognitive skill building and decision making  
13          development, if you will, we have the potential to  
14          actually change the mindset of our officers on the street  
15          today.

16          And there's three basic mindset -- mindset shifts  
17          he identifies in his research. And it's moving from a  
18          procedural mindset to one of problem solving.

19          So that every -- every -- every event, every  
20          encounter, every potential encounter, is not necessarily  
21          adversarial or a law enforcement encounter. They are,  
22          let's say, a problem solving encounter. That the officer  
23          is there to solve a problem and to use those cognitive  
24          skills and creative problem solving, you know, to solve a  
25          problem, maybe not necessarily putting hands on, make an

1 arrest, but come to a solution that leads to a desirable  
2 outcome for everybody.

3 You move from a mindset of just reacting and seeing  
4 what's in front of you, maybe like a crowd of people with  
5 phones, and some sort of disturbance, to one that you can  
6 actually anticipate and, what he says, see the invisible.  
7 So if you solve the problem, get out of the car, and come  
8 to a resolution that everybody is happy with, it's not  
9 going to be an adversarial picture.

10 It's going to be one that everybody is happy with.

11 And then finally, you shift the mindset of the  
12 officer from thinking about himself. That being, do I  
13 follow -- am I following policies and procedures? Am I  
14 going to get chewed out by my sergeant for not making an  
15 arrest? From one to, what is the holistic solution  
16 here?

17 And that way you build community trust and develop  
18 good relationships and a good image of the law  
19 enforcement profession, and that starts to change that  
20 whole atmosphere that we find ourselves in today.

21 It takes time. It doesn't happen overnight. But  
22 it's going to be, I think, a very exciting approach to  
23 policing in the future.

24 CHAIRPERSON CASAS: Chief Garner?

25 MEMBER GARNER: Yeah. Greg Garner. I'm with the

1 CPCA.

2 MR. FREYER: Yes, sir.

3 MEMBER GARNER: Just a comment, more, and maybe a  
4 question at the end, in terms of -- you sort of just  
5 illustrated in your last comments what I anticipate will  
6 be the formation of two camps: Those that are more  
7 inclined to stick with what we've been doing in terms of  
8 procedural models, versus those that are more problem  
9 solving.

10 So I mean, if we can anticipate that, we would  
11 probably spend some time talking about it as well. I  
12 was just wondering what conversations were had --

13 MR. FREYER: Right.

14 MEMBER GARNER: -- in this, about how we're going  
15 to deal with the pushback we're going to get from folks  
16 that are more inclined to stick with procedural issues.

17 MR. FREYER: Sure.

18 There's absolutely no question that a large  
19 percentage of what police officers do has to be  
20 procedural. Has to be. They are required to arrest  
21 somebody, take some sort of action based upon the law  
22 and the circumstances they are encountering.

23 That's not what we're talking about.

24 We're talking about those instances, those  
25 occurrences, those encounters, that the officer might be

1     able to use some discretionary problem solving tactics.  
2     And I think we've seen some of those, you know, maybe in  
3     recent encounters that have hit the paper, and I think  
4     all of us, time and time, I wish that officer would have  
5     done something different because it wouldn't have evolved  
6     the way it did. And those -- sometimes those are the  
7     encounters that we're talking about. Could that officer  
8     use a different problem solving tactic other than the  
9     procedural; or, I have to follow a policy; or, you know,  
10    this happened and then X has to happen. You know, we're  
11    trying to open up the officer's mind to a broader range  
12    of decision making skill sets.

13           But procedurally -- procedural responses, I think,  
14    in many encounters, that still has to be followed.

15           MEMBER GARNER: No. I appreciate that. I can  
16    foresee, as I suspect you have as well --

17           MR. FREYER: We're not able to get away from those  
18    procedural responses in many of the --

19           MEMBER GARNER: There's a number of people in the  
20    camp that would aspire to not having officers having  
21    more discretion, actually having less discretion.

22           MR. FREYER: It's a fine line, it's a very fine  
23    line. And we'll have to define that, I think, with more  
24    clarity than maybe I even realized today.

25           MEMBER GARNER: I think it's a fascinating area of

1 study. It's just going to be difficult to --

2 MR. FREYER: Right.

3 VICE CHAIRPERSON SPAGNOLI: And just to piggyback  
4 on what the chief said is that the -- I mean, I don't see  
5 it really as a fine line because we have these policies  
6 and procedures that they really have to follow, and you  
7 spend so much time integrating that.

8 You know, that's just a piece that I think we need  
9 to take into consideration because --

10 MR. FREYER: That's right.

11 VICE CHAIRPERSON SPAGNOLI: -- I don't want 150  
12 free thinkers out there.

13 MR. FREYER: No, you don't.

14 VICE CHAIRPERSON SPAGNOLI: And so we have to  
15 balance that piece. I think that's important to  
16 consider.

17 And then how, I guess you just bring up another  
18 piece that ties into agency policy and how that loops  
19 into a decision making matrix that doesn't allow for  
20 that model.

21 MR. FREYER: Right. It requires a top-down and a  
22 bottom-up and an evaluation of how we view officers'  
23 performances, especially, again, in kind of unique and  
24 chaotic events.

25 CHAIRPERSON CASAS: You know, I am wondering, I am

1 thinking about what we're talking about here. Is there  
2 going to be some kind of a cultural-driven component to  
3 this, in the sense that there's different community  
4 cultures in every city and county? And do you simply  
5 adjust for that, or is it going to be more of a blanketed  
6 type of approach for an officer to make a better  
7 decision?

8 MR. FREYER: Another very good question.

9 The -- these findings, if you think about them,  
10 align very well with some of the procedural justice  
11 concepts. I think, if you know about procedural justice,  
12 this resonates very closely to some of those ideas. And  
13 it would have to be, I think -- I think it would have to  
14 be implemented with -- with the community and cultural  
15 uniqueness of the environment that you are working in.

16 And yes, we are looking at that too. Yes.

17 CHAIRPERSON CASAS: I take it, that's where the  
18 FTOs would come in obviously.

19 MR. FREYER: Yeah, exactly.

20 CHAIRPERSON CASAS: The mindset.

21 Mr. Blanco.

22 MEMBER BLANCO: Just another quick question.  
23 Marcelo Blanco.

24 I mean, both chiefs and Mario brought up an  
25 excellent point. As you are discussing this, in talking



1 about going into the academy and getting the new  
2 trainees, but I think at that phase, just throwing it  
3 out there to you guys, we have to incorporate the FTOs,  
4 because if you don't incorporate the FTOs at the  
5 inception --

6 MR. FREYER: That's right.

7 MEMBER BLANCO: -- you are going to get the model  
8 of -- we've all been there. You are sitting in that --

9 MR. FREYER: That's right.

10 MEMBER BLANCO: -- car, as a new trainee, and the  
11 FTO is going to look at you and go, what are you doing?  
12 Here, do this.

13 So there has to be that simultaneous training.  
14 Otherwise, I think we're going to truly see those two  
15 camps, and it's going to be very difficult to kind of  
16 get this process down the road. I mean, it does sound  
17 very exciting, I agree.

18 MR. FREYER: Right.

19 MEMBER BLANCO: But I think we got to consider  
20 making sure that both the FTOs and the trainees are on  
21 the same page. Otherwise, I think we're just going to  
22 run into a brick wall.

23 MR. FREYER: Well, we already recognize that the FTO  
24 plays a very pivotal role in this whole development of  
25 this cognitive decision making, creative problem solving

1 picture, and they have to be totally on board with these  
2 concepts and these ideas, so that they deliver the proper  
3 mentorship to the young officers.

4 You know, where they may be criticized for not  
5 following procedure, when they should have, or you could  
6 have used a creative problem solving technique here.

7 And that's where those -- those refinements occur in  
8 the officer's training.

9 CHAIRPERSON CASAS: Mr. Banning.

10 MEMBER BANNING: If they can just hear the drum  
11 beat: Big cases, big problems; little cases, little  
12 problems; no cases, no problems.

13 I mean, it's so frustrating because that's what  
14 you hear. People will drive by perfectly good stops  
15 just for no cases, no problems.

16 And again, I think it's a wonderful deal. I think  
17 the background checks and the way things go nowadays is,  
18 you know, we're asking for extremes and then we're  
19 putting them in complete 180-degree situations that these  
20 people have never -- never been exposed to.

21 MR. FREYER: Right.

22 MEMBER BANNING: And it's tough. I can imagine  
23 the poor Marine, the very first day in boot camp. The  
24 same kind of thing.

25 MR. FREYER: Right.

**POST Advisory Committee Meeting, June 22, 2016**

1 CHAIRPERSON CASAS: I'm actually going to  
2 memorialize that comment, by the way.

3 MEMBER BANNING: Have you not heard that?

4 CHAIRPERSON CASAS: No, first time.

5 MEMBER BANNING: The sad part about it is, you  
6 just wouldn't want an FTO to say that the very first day  
7 in the car.

8 MR. FREYER: No, I don't think that would be good,  
9 no.

10 MEMBER BANNING: That's self-preservation.  
11 Self-preservation nowadays.

12 Thank you.

13 CHAIRPERSON CASAS: Any other questions for  
14 Mr. Freyer?

15 You know, this is exciting stuff. I'm really  
16 excited about this even though --

17 MR. FREYER: We are too. We think it's  
18 groundbreaking and we're very excited of where it's  
19 going to take us.

20 CHAIRPERSON CASAS: Thank you, sir.

21 MR. FREYER: Thank you.

22 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you  
23 very much.

24 Is there a request for any of the reports from the  
25 consent calendar?

1           Moving on into the regular agenda. And we have  
2           Item F, which is a Request to Contract For a POST  
3           Internal Organizational Study.

4           In February 2011, the Commission approved the  
5           executive director to enter into a contract with a  
6           qualified vendor in order to update our strategic plan,  
7           and for 18 months, we worked with our internal staff,  
8           with the Advisory Committee, with members of the  
9           Commission, with our external stakeholders, and we  
10          developed the 2015 Strategic Plan and Implementation  
11          document.

12          In June 2015, the Commission approved both of those  
13          documents that became the documents to direct the  
14          organization for the next three to five years, and most  
15          of you were involved in that process.

16          As you recall, one of the main goals that was  
17          identified was to increase the efficiency of POST  
18          systems and operations. And under that goal, we had  
19          strategic plan strategy B3-1, which was to conduct and  
20          complete an organizational and workload study utilizing  
21          internal resources.

22          In subsequent discussions, it was determined that  
23          this project should probably be done in collaboration  
24          with an outside expert, in order to bring a more  
25          impartial and global perspective to this study.

**POST Advisory Committee Meeting, June 22, 2016**

1           If the Commission approves this item, we will seek  
2       out a qualified vendor using our state processes, and as  
3       you know, those processes can sometimes get convoluted  
4       and could take four to five months. But once identified,  
5       and a contract is executed, the vendor will reach out to  
6       the members of the Commission and to the executive staff  
7       so that we can set the parameters for the study and  
8       identify the desired outcomes that we would like to have.

9           We are going to focus on all of our processes,  
10       including our course certification process, our workload  
11       distribution, and we're going to ask that they identify  
12       any potential risks in the organization. Our vendor is  
13       going to work in partnership with one of our law  
14       enforcement consultants from Management Counseling  
15       Bureau, who is an expert in conducting organizational  
16       and workload studies of large agencies, and we expect  
17       that this will probably take about a year, and working  
18       with a partner from our own staff, it should not exceed  
19       \$75,000.

20           Are there any questions regarding our proposal for  
21       an organizational study?

22           Yes, Marcelo?

23           MEMBER BLANCO: When was the last time that POST  
24       actually did this?

25           ASSISTANT EXECUTIVE DIRECTOR BULLARD: 1999.

1           And it was kind of a -- it was serendipitous that  
2           while we were talking and preparing this agenda item, we  
3           actually came across it in a box and we went, well, will  
4           you look at that? So 1999.

5           MEMBER BLANCO: So we're well overdue.

6           ASSISTANT EXECUTIVE DIRECTOR BULLARD: We're well  
7           overdue. And I think this is extremely imperative and a  
8           pivotal moment for us, because we spent so much time and  
9           energy, and you were all involved in the strategic plan,  
10          and that it is a time for us to really start looking at  
11          our processes to bettering where we can serve our clients  
12          and to make us a stronger organization.

13          MEMBER BEITEY: George Beitey.

14          Was this connected to the survey that POST  
15          conducted a number of years back, from both internal and  
16          external stakeholders?

17          ASSISTANT EXECUTIVE DIRECTOR BULLARD: Well, we  
18          did a -- we did a survey as part of the strategic plan  
19          process. The survey was able to give us a wider range  
20          of input from our external stakeholders, and that was  
21          the material that was brought to the meetings that you  
22          have all attended and that we had our commissioners  
23          attend and our internal staff attend, in order to ferret  
24          out that information and to bring them into the goals  
25          and start working on strategies to achieve those goals.

**POST Advisory Committee Meeting, June 22, 2016**

1           So yes, it was incorporated into this.

2           MEMBER BEITEY: Thank you.

3           ASSISTANT EXECUTIVE DIRECTOR BULLARD: We're very  
4 excited about it. I think it's just going to be  
5 remarkable.

6           MEMBER BLANCO: I agree. I think we need to move  
7 forward and get it done as quickly as possible.

8           ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you.

9           Item J. We would like to have a Report on the POST  
10 MOTORS Operational Guideline and Standardized Training  
11 Recommendations. And I have Senior Consultant Janna  
12 Munk, who will be reporting on that.

13          MS. MUNK: Good afternoon. I'm Janna Munk.

14          I've been with POST for the last year and a half.

15          And as part of my responsibilities here, I inherited  
16 the Safe Driving Campaign. Now, a subcommittee of the  
17 Safe Driving Campaign is the MOTORS group, and it's a  
18 group of very passionate, dedicated men -- unfortunately,  
19 no females yet -- from across California and Nevada that,  
20 in 2012, based on the amount of deaths and accidents that  
21 motorcycle law enforcement officers were having, decided  
22 that they would like to seek to create a standardized  
23 operational guideline and training system for law  
24 enforcement motorcycle programs.

25          So starting last year, we met regularly to put these

1 guidelines together. They had been started earlier but  
2 had straggled along for a while. And the goal of the  
3 guidelines was to create something that any agency that  
4 has a motorcycle program platform could incorporate.  
5 That it wouldn't be beyond the reach of anybody here in  
6 California. And what they wanted to do was focus  
7 especially on three areas that were -- probably created  
8 the most liability for agencies and the most likelihood  
9 of accidents or injury for officers.

10 And that was training standardization, motorcycle  
11 escorts and motorcades, and uniforms and equipment.

12 So the uniforms and equipment, really it was just  
13 the offer to look -- get the best you can for your  
14 officers, and here's what you should look at when you  
15 consider it. And, most importantly, what you probably  
16 need to start considering is high-vis gear. We have  
17 this wonderful image of motorcycles and law enforcement  
18 and they are very steeped in tradition, and we're very  
19 proud of that tradition, but it's super important that  
20 we start to incorporate some high-vis gear to make these  
21 guys more visible.

22 The second one was the standardized training, and  
23 they wanted agencies to not just look at that two weeks  
24 that you send your officers to. And some agencies, I  
25 don't think, were even doing that. If you had somebody



1 who had already ridden a motorcycle, here, here's the  
2 keys, go for it.

3 But to start thinking about, what do you do to  
4 prepare your officers before you send them to the  
5 two-week POST school? What happens during the POST  
6 two-week school? And what do you do to integrate their  
7 new skills into the field?

8 So they -- they briefly talked about a pre-phase  
9 training. They looked at standardizing specific testing  
10 exercises during the course itself, as well as a  
11 proficiency test that all agencies that offer the POST  
12 course would integrate. And when the officer comes out,  
13 they spend time with either a Certified Field Training  
14 Officer, motorcycle officer, or just an experienced  
15 officer, to integrate those skills safely.

16 Because it's a whole different dynamic of learning  
17 to ride the motorcycle, and then actually learning to  
18 ride the motorcycle in an enforcement environment.

19 The last thing they wanted to look at was the  
20 motorcycle escorts, because those are the things that  
21 cause the highest rates of deaths and injuries for  
22 motorcycles. And I don't want to say -- they want  
23 agencies to be very thoughtful before they make the  
24 decision to become engaged in a motorcycle escort or a  
25 motorcade. They want them to think about the

1 preoperational plan. They want to make sure that they  
2 have done training to support the officers. That they  
3 have a common terminology. And if they are going to do  
4 it as a multi-jurisdiction, that they have had training  
5 multi-jurisdictionally.

6 There's also laws that regulate motorcycle escorts  
7 and motorcades, and they wanted to make sure the  
8 administration was aware of those laws and that the  
9 agencies always function within the law and start to  
10 incorporate the high-vis gear within those.

11 Now, I have never written a set of motor guidelines  
12 and neither have any of them. So about halfway through  
13 the process, we had kind of this doubt, like, are we  
14 going in the right direction with this? So we solicited  
15 some chiefs and sheriffs to take a look at our guidelines  
16 and tell us what they thought.

17 Unanimously, they came back and said, we want more,  
18 which surprised us. We thought that they would want, you  
19 know, a less stricter guideline. But they also said, you  
20 know what? We're meeting or exceeding these standards  
21 already. We want more.

22 I don't know that we gave them more. But it was  
23 reassuring that we were on the right path. And last  
24 month, we met with representatives from Cal Sheriffs,  
25 Cal Chiefs, CPOA, and PORAC. And we met, we went over

1 the guidelines, they met with a panel of the motorcycle  
2 trainers group. They challenged them on several aspects  
3 of it, but they challenged them not as, we don't want  
4 this. They challenged them that, we want more.

5 But once again, the motorcycle trainers feel like  
6 this has to be able to be incorporated in every city.  
7 Anybody that wants to have -- and every county.

8 Anybody that wants to have motorcycles should be  
9 able to have it. They will just have to have the  
10 resources to make sure that the agency is meeting the  
11 standards.

12 And again, they -- it is suggested guidelines.

13 This isn't something that agencies have to do. More  
14 than anything, it's a way of informing agencies and  
15 administrations, very fully, about what are the  
16 responsibilities and resources that are available with  
17 the motorcycle program.

18 Interesting enough, I haven't been able to find  
19 any other motorcycle -- law enforcement motorcycle  
20 guidelines in the United States. They may be out there,  
21 but I haven't found any. However, the civilians are a  
22 little bit ahead of us. NHTSA has created three  
23 different guidelines for our civilians. They have done  
24 National Standards for Entry Level Motorcycle Rider  
25 Training, Administrative Standards for State Motorcycle

1 Rider Training programs, and Prioritized Recommendations  
2 of the National Agenda for Motorcycle Safety.

3 So that being said, do any of you have any questions  
4 about the motorcycle guidelines?

5 MEMBER BLANCO: Sorry. I'm full of questions today.

6 CHAIRPERSON CASAS: Mr. Blanco, go ahead.

7 MEMBER BLANCO: Marcelo Blanco.

8 Quick question is, why no females in the group?

9 I mean, it's a great program. It sounds like you  
10 guys are doing a heck of a job.

11 Is it just a committee that I saw made of up --  
12 because PORAC has numerous member female motorcycle  
13 riders. And if we need to maybe boot somebody out and  
14 put somebody else in there, I would be more than happy  
15 to look into that.

16 MS. MUNK: I would welcome having females in the  
17 group. I'm the only female.

18 MEMBER BLANCO: Is it just based on the committee  
19 that I see up there, from PORAC, CPOA, CSSA, and -- is  
20 that it, or can you expand a little bit?

21 MS. MUNK: No. Let me -- I will explain a little  
22 bit of the background. There weren't any females in the  
23 group when I inherited the group. And I also -- when I  
24 first inherited the group, I didn't feel like the State  
25 of California was represented well enough. I too often

1 think that we have people from Southern California or the  
2 Bay Area, and northern California especially gets  
3 overlooked.

4 So I did put out requests to multiple agencies and  
5 sources: Hey, can you produce some good candidates for  
6 this campaign?

7 And I was able to get people coming in that  
8 represented all of California, but I still -- I didn't  
9 have a single female come forward. It just -- and  
10 it's -- I would love to have females. I also have the  
11 LEOKA Committee. I have no females, but I have three  
12 coming on board with our next workshop.

13 So our goal is to make it more well-represented.

14 MEMBER BLANCO: Now, based on what you just stated,  
15 with northern and Southern California, are you looking  
16 for females from northern California? Because I mean,  
17 we can put that parameter. I am from Southern  
18 California, so I know there are quite a few.

19 MS. MUNK: I'll take them from anywhere.

20 MEMBER BLANCO: If that's the case, I know I can  
21 put my buddy on the CHP on the spot. I'm sure they have  
22 females.

23 MS. MUNK: I will take them from anywhere. I would  
24 love to support women in law enforcement. I think they  
25 are wonderful and -- yes.

**POST Advisory Committee Meeting, June 22, 2016**

1           MEMBER BLANCO: Okay. I will get your information  
2 and we'll see if PORAC can make that happen for you.

3           MS. MUNK: I wanted to tell you too, these  
4 guidelines, what was so neat about it is, the officers --  
5 I think you all got a copy of them. But the officers  
6 that were there, they gave me all the photos that went  
7 into these guidelines. And they are all super -- they  
8 are steeped in -- it's not just a pretty photo. There's  
9 a reason for these. This was representing an officer  
10 death. It was at one of the funerals that they took the  
11 pictures here. There is a female in one of the photos,  
12 and the history of this woman is -- she really struggled  
13 in the motorcycle program and really, really struggled to  
14 be competent and, finally, just really became the top of  
15 her class.

16           And so we've got her in here, to honor her.

17           Let me see what else I can find.

18           One of the officers in this line-up, under  
19 "Motorcycle Uniforms and Equipment" is now gone, based  
20 on a motorcycle accident that occurred.

21           So this document, it documents the history of  
22 California law enforcement motorcycles and a lot of the  
23 risks that they have assumed. So I think the common  
24 person picking it up may not see all of those layers to  
25 it, but I think most of the motorcycle community will,

**POST Advisory Committee Meeting, June 22, 2016**

1 and that's important.

2 Any other questions for me? Any other challenges?

3 Okay. Thank you.

4 CHAIRPERSON CASAS: Thank you. Thank you very much.

5 INTERIM EXECUTIVE DIRECTOR SCOFIELD: I would like  
6 to compliment Senior Law Enforcement Consultant Janna  
7 Munk on her extensive work on this.

8 As she stated, this has been on the back burner for  
9 a while, just due to a lack of staffing, and she picked  
10 up the ball and ran with it, and the rate at which she  
11 ran with it is delivered to you today. And thank you for  
12 your support.

13 ASSISTANT EXECUTIVE DIRECTOR BULLARD: We have an  
14 item that was requested, Item O [sic], which is a  
15 Report on the POST Screening Requirements for Retired  
16 Peace Officers Returning as Retired Annuitants. And  
17 Dr. Shelley Spilberg will be reporting on that, from  
18 Standards and Evaluations Bureau.

19 DR. SPILBERG: Good afternoon. I am going to  
20 be talking about retired annuitants. In the spirit of  
21 full disclosure, I need to tell you, I am a retired  
22 annuitant, so be nice. Yeah.

23 Okay. Commission Regulation 1950 stipulates that a  
24 reappointments -- those are peace officers who return to  
25 their home agency after a voluntary separation of any

1 length -- undergo an updated background investigation and  
2 a new medical and psychological evaluation. The purpose  
3 of this regulation is to ensure that nothing transpired  
4 during the interim period that could render the officer  
5 unsuitable per Government Code 1031.

6 At their February meeting, the Commission expressed  
7 concern about the necessity and the impact of this  
8 requirement on officers who retire and then, upon  
9 retirement, return to the agency to serve as retired  
10 annuitants, but who experience a break in service, due  
11 solely to state, county, or local retirement rules or  
12 procedures.

13 POST staff was tasked with conducting research on  
14 this issue and reporting back at the June meeting.

15 That report is included in the Commission agenda  
16 under "Old Business," I believe.

17 Now, we conducted that research. And by "we,"  
18 I mean, myself and Melani Singley, from many different  
19 angles.

20 We analyzed POST EDI records. We had discussions  
21 with POST regional consultants, and we surveyed both  
22 stakeholders and LADLEST members.

23 For the sake of time, I will only discuss some  
24 of the highlights of this research that's reported in  
25 that item.



1 First I would like to direct your attention to  
2 Table 1, part of which is on the screen, which displays  
3 EDI data for the past five years on the numbers and  
4 percentage of officers who return to their home agency  
5 after retirement. These data are broken down by the  
6 lengths of break in service, and you can see, there's a  
7 total of 1,088 officers in this category.

8 Now, you can also see the majority of these officers  
9 had breaks in service of less than two weeks.

10 In fact, 78 percent had less than -- had three days  
11 or less, which truly, for all practical purposes, is not  
12 a break in service. Rather, it's actually a function of  
13 the problems in the way the information reported in our  
14 EDI and, truly, the differences between agency records  
15 and POST information needs -- and I'm going to discuss  
16 this briefly later.

17 Question 2 in our survey to stakeholders, agencies,  
18 asked them -- asked agencies specifically who hire  
19 retired annuitants -- and 115 reported that -- if they  
20 require a break in service. And less than one-third said  
21 yes.

22 The small table under question 2, of which you  
23 can see part of it right now, depicts their responses to  
24 the question, how many days of a break in service is  
25 required? You can see that 33 agencies reported some

1 break in service of one of five different intervals,  
2 from 14 days to 180 days.

3 We contacted those 33 agencies to find out more:  
4 To find out the source of those break-in-service  
5 requirements, and we reviewed those requirements when  
6 we could get our hands on them.

7 As you can see there, most of these agencies that  
8 require a break in service -- and that's 20 out of 33 --  
9 reported their authority for that break, the 180-day  
10 break -- yeah, there's 180-day break for 20 of them.  
11 They reported the authority for that break as the 2013  
12 California Public Employees Pension Reform Act, PEPRA.

13 However, and this is really important to note that,  
14 that 180-day break for retired annuitants is exempted for  
15 public safety officer. There is no break required, per  
16 PEPRA. It's also important to note that Article 7522.02  
17 of PEPRA specifically stipulates that the law applies --  
18 that their law, PEPRA, applies to county and district  
19 retirement systems, created pursuant to the County  
20 Employees Retirement Law of 1937. So they are supposed  
21 to follow PEPRA.

22 Now, there are two exceptions to this exemption  
23 for peace officers. One is, peace officers who receive  
24 a retirement incentive -- a golden handshake or  
25 otherwise -- are not exempt from the 180-day break. So

1 if you got an incentive, you got to wait six months.

2 Also, officers who retire before their normal retirement  
3 break must experience a 60-day wait period.

4 But, by the way, when we looked at our data in  
5 EDI, there were only eight officers over the past five  
6 years that fit into this category, and six of them had  
7 breaks in excess of 200 days, which is a long time to be  
8 off the radar.

9 The agencies -- the four of them that reported a  
10 30-day break in service, stated that they had that  
11 requirement to allow for issuance of the first  
12 retirement check in order to avoid confusion for payroll  
13 purposes.

14 However, when we asked to look at that in writing,  
15 there was nothing in writing. It was just based on the  
16 advice of their finance people or personnel. So there  
17 was nothing in writing. There was just whatever.

18 So it turned out that the majority of these  
19 break-in-service rules are based on misinterpretation of  
20 the retirement rules or, really, for the convenience of  
21 their accounting and personnel departments.

22 Actually, in many cases, the agencies -- the  
23 individuals we contacted in the agencies thanked us for  
24 bringing this to their attention, and we're going to  
25 have discussions with them.

1           Okay. So question 3, further down, asked --  
2           asked the stakeholders if their agency believes that  
3           retired officers should be able to return to duty after  
4           a break in service without any rescreening. The  
5           majority of those -- and that's 58 percent -- responded  
6           no. Those who said yes were then asked, in question 4,  
7           what that length of break in service should be acceptable  
8           before rescreening is necessary?

9           And as you can see in that Table 2, there was really  
10          no consensus in that response. Answers ranged from  
11          two weeks to one year.

12          So in conclusion, this is what -- there's a  
13          couple of takeaway points. First of all, we feel that  
14          POST could provide a service if they conducted outreach  
15          to personnel departments regarding their own retirement  
16          rules, especially with respect to retired annuitants.

17          POST could also do more to train agencies on the  
18          correct way to report these individuals in EDI.

19          That is, retiring officers who then return as  
20          retired annuitants. Keeping in mind that for POST  
21          purposes, officers who continue on as retired annuitants,  
22          right after their retirement, are more appropriately  
23          considered as experiencing an appointment status change,  
24          rather than a separation and a reappointment.

25          Any questions?

**POST Advisory Committee Meeting, June 22, 2016**

1           Okay.   Thanks.

2           CHAIRPERSON CASAS:   Thank you.

3           ASSISTANT EXECUTIVE DIRECTOR BULLARD:   Is there  
4           a request for any other reports from the regular agenda?

5           Then this concludes our review of the Commission  
6           agenda.

7           CHAIRPERSON CASAS:   And we need a motion and a  
8           second for the acceptance of the Commission report.

9           MEMBER BLANCO:   Marcelo Blanco.   So moved.

10          CHAIRPERSON CASAS:   Commissioner Blanco making the  
11          motion?

12          MEMBER BANNING:   Yes.

13          MEMBER BOCK:   Seconded by Jim Bock.

14          CHAIRPERSON CASAS:   Seconded by Jim Bock.

15          All those in favor, signify by saying "aye."

16          (Ayes.)

17          CHAIRPERSON CASAS:   Opposed?   Abstained?

18          Motion passes.

19          (Raps gavel.)

20          CHAIRPERSON CASAS:   Okay.   We're at Item D,  
21          presentations.

22          Assistant Executive Director Jan will -- I will  
23          defer to her for those.

24          ASSISTANT EXECUTIVE DIRECTOR BULLARD:   I am  
25          very pleased to introduce to you Senior Instructional

POST Advisory Committee Meeting, June 22, 2016

1 Systems Analyst Rayanne Rogers from Learning Technology  
2 Resources, who does some remarkable work. And she is  
3 going to present to you the training manager network and  
4 a new course that we have just designed for our public  
5 safety dispatchers that we are really excited about.

6 MS. ROGERS: Can you hear me now?

7 Thank you, Jan. Good afternoon, ladies and  
8 gentlemen. I'm Rayanne Rogers from Learning Technology  
9 Resources. And as she mentioned, we are proud to share  
10 with you a few -- a couple new items that we have in  
11 LTR.

12 And that might have been my -- let's see.

13 Sorry, Jan, it's you guys.

14 The first one is the Training Manager Network. So  
15 this has been out a year and a half now. But we --  
16 this is our first time to present this to the Advisory  
17 Committee.

18 So it is a online community for training managers  
19 where they can share information, have discussions, and  
20 share files. I have a fun video, actually, to show you  
21 guys, and then I will tell you more about it.

22 *(Video presentation.)*

23 CHAIRPERSON CASAS: Okay. I'm sorry, but this  
24 has Jan Bullard written all over. Especially the balls.

25 *(Laughter.)*

**POST Advisory Committee Meeting, June 22, 2016**

1 MS. ROGERS: Okay. That's on the record.

2 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you,  
3 Mario.

4 MS. ROGERS: So yes, that was a very fun take on a  
5 commercial for the Training Manager Network and January  
6 Bullard, of course, had a hand in that.

7 But it was -- actually, there were several actual  
8 training managers there, too, that were part of our team.  
9 So we did have ten training managers from around the  
10 state, one from each region, and training and delivery  
11 helped us find subject matter experts in each region that  
12 would come together and put together what we see here,  
13 the visual of the Training Manager Network with the  
14 discussions and the files and the shared topics out  
15 there.

16 So a few of them got to come on that video shoot and  
17 they were pretty thrilled, and it was a very long day.  
18 So it looked cute and fun there, but it was a lot of  
19 work. But they got to see on the other side what we go  
20 through to get one of these snippets together.

21 So that's the Training Manager Network, and we have  
22 about a thousand training managers who have access to  
23 it, and they also receive biweekly -- I'm sorry,  
24 bimonthly e-mails on what's going on. So they will see  
25 a current list of things that are happening to keep the

1 conversations fresh and the discussions current.

2 So that's the Training Manager Network.

3 The next item is the online training for  
4 dispatchers. This is very exciting. This is our very  
5 first online self-paced Web-based course for dispatchers  
6 who will receive CPT credit. So they've been chomping  
7 at the bit for this. Very exciting for them to have  
8 their first course online.

9 And I just happen to have another fun video to  
10 show you guys. Get ready. This will kind of dispel the  
11 attitude towards radio technology from dispatchers.

12 Most don't want to know too much about it too, so  
13 this is going to help them learn a little bit more  
14 troubleshooting, and this video will tell you a little  
15 bit more about that as well.

16 All right, David.

17 *(Video presentation.)*

18 MS. ROGERS: Okay. So that video gave you a little  
19 overview of what the course is about, and we have a  
20 light, kind of, take on it, and that has met the needs  
21 of them too. They like to know that this is not going  
22 to be too technical, too overwhelming too, but we do  
23 start with the basics. We level through -- this is a  
24 shot of the menu of the course that's on the portal, and  
25 you go through and you get through to the more difficult



1 concepts of radio technology at the end.

2 And there's an evaluation; that's the final  
3 challenge. And like the video had mentioned, you will  
4 earn a badge that will follow you around in the learning  
5 portal, once you complete that course with a hundred  
6 percent.

7 So again, we did work with subject matter experts  
8 who were very technical in the radio technology.

9 We had to pull them out of the weeds lots of times  
10 to say, what's the average dispatcher going to get out of  
11 this and how to troubleshoot some of the common issues  
12 too.

13 So then we also take these interactions that are  
14 on the learning portal, and the scenarios and all, that  
15 go to the course. The dispatchers will sit down through  
16 the whole process of the course and test out the  
17 interactions.

18 So we sit down with them, have them look at it.

19 If it's not working, it could go in the trash. But  
20 eventually, this is not in the trash. We got it out  
21 there on the portal and it's been very well-received  
22 and, like I mentioned, highly anticipated.

23 So this is one of the -- imagine the dispatchers in  
24 California are able to look at this at their center and  
25 say, finally, we have got this course.

**POST Advisory Committee Meeting, June 22, 2016**

1           So it just went out this week on the portal. So  
2           it's very exciting. And those are the two courses.

3           One last piece I want to share with you is that we  
4           were honored -- the award is over there on the table.

5           But I did put a shot of it here too. So we received  
6           from the Public Safety Dispatcher Association, CPRA and  
7           APCO, that they recognize California POST for its  
8           engagement and commitment towards the California public  
9           safety dispatchers for these items, the training, the  
10          council, courses updates. So we've been keeping up on  
11          the dispatch training and needs. So that was a very nice  
12          honor to receive and, of course, there's many of us at  
13          POST that are doing -- making strides towards that.

14          So just wanted to share that with you. We received  
15          that in March, and that's all I have.

16          Thank you.

17          CHAIRPERSON CASAS: Thank you very much.

18          *(Applause.)*

19          CHAIRPERSON CASAS: Okay. We're moving on to  
20          Item E, which is the Advisory Committee Member Reports.

21          And I will start with, to my right, Mr. Banning.

22          MEMBER BANNING: Public Member Elmo Banning.

23          No report.

24          MEMBER WALTZ: Randy Waltz, CAPTO.

25          Not so much a report. Just a comment. Because

**POST Advisory Committee Meeting, June 22, 2016**

1 I am a training manager, and I was once the guy floating  
2 out in that boat, trying to figure out where I was  
3 going, and I was making phone calls and getting little  
4 pieces of styrofoam to hang on to.

5 But I've been using the Training Manager Network and  
6 all the tools that POST has been giving us -- the  
7 compliance dashboard, and now people can download their  
8 POST profile using the POST pass. And that's taken some  
9 load off of me, and I appreciate all the tools that you  
10 have given us.

11 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you.

12 CHAIRPERSON CASAS: Thank you, Randy.

13 MEMBER BERNARD: Alex Bernard, public member.

14 No report.

15 MEMBER BLANCO: Marcelo Blanco with PORAC.

16 I don't have a report.

17 MEMBER BEITEY: George Beitey, representing  
18 California Community Colleges.

19 I have a couple of items. The first one is that on  
20 July 22nd, there will be a meeting up at the Woodland  
21 Community College by the state chancellor's office, and  
22 they've invited directors of academies -- both fire and  
23 police as well as anyone dealing with public safety  
24 courses through community colleges. Among the topics,  
25 they are going to talk about what types of courses and

**POST Advisory Committee Meeting, June 22, 2016**

1 training can be offered for FTES reimbursement from the  
2 state; they are also going to talk about the difference  
3 between community college adjunct instructors and POST or  
4 state fire marshal instructors; a number of the rules and  
5 regulations regarding where you can hold a course,  
6 whether it's on campus or at another site; and  
7 prerequisites that really hit home with -- especially  
8 with POST, in terms of what restrictions, if any, you can  
9 put on a course enrollment.

10 And this is being presented by Eric Nelson, one  
11 of the vice chancellors, who's a former retired police  
12 officer. So he's also a member of our State Chancellor's  
13 Public Safety Advisory Committee.

14 So if you can make this meeting on July 22nd in  
15 Woodland, it would be beneficial for any presenter that  
16 deals with a community college, which is pretty much all  
17 of us.

18 Second item that -- and I'm not sure how strictly it  
19 relates to community colleges, but, again, at the last  
20 consortium meeting here, we had a presentation --

21 CHAIRPERSON CASAS: You were fading in and out of  
22 there, George.

23 MEMBER BERNARD: A presentation at the consortium  
24 regarding the ongoing debate about whether or not PERS  
25 retirees would be allowed to be admitted to STRS

1 retirement system. Both fire and police have a lot of  
2 retired officers and firefighters who end up working for  
3 a community college. And there was a ruling that was  
4 still up in the air as to whether or not a person who  
5 retired from -- with a PERS retirement would be allowed  
6 to enter a STRS retirement.

7 And we just got a e-mail about a week ago, stating  
8 that PERS, which had admitted they weren't sure which way  
9 the ruling was going to go, has backed off and said that  
10 they will not, at least presently, have no penalty for  
11 someone who is currently a PERS member, being able to  
12 join STRS. So that's really good news for academics and  
13 any AJ program and fire also. So that was going to  
14 really restrict the applicant pool.

15 So I'm happy to report that that has been taken  
16 off the table.

17 Thank you.

18 CHAIRPERSON CASAS: That's great news, George.

19 Thank you.

20 Jim.

21 MEMBER BOCK: Jim Bock, specialized law enforcement.

22 No report.

23 CHAIRPERSON CASAS: Mr. Brown.

24 MEMBER BROWN: Lanny Brown from CADA.

25 I have to say that these days are very robust and

**POST Advisory Committee Meeting, June 22, 2016**

1     rewarding for the academies, statewide. We're running on  
2     all cylinders usually.

3             Overcapacity. Agency -- the Nonagency specific  
4     academies, which are the majority in the state servicing  
5     regions, are pushing 50 percent or more with agency  
6     people. They are self-sponsored or getting -- have a  
7     really good success rate getting hired. So I think  
8     it's -- you know, it's a lot of fun these days, being in  
9     the academy business, and really trying to put out a  
10    good quality product for all of our agencies that --  
11    just some of the things that were on earlier, that will  
12    successful in FTO, and make good decisions so that they  
13    are not on the news, you know, doing the bad stuff that  
14    embarrasses us all.

15            So end of report.

16            CHAIRPERSON CASAS: Thank you, Mr. Brown.

17            MEMBER BRUNET: Mark Brunet from the CHP.

18            No report.

19            MEMBER MCFADON: Alan McFadon representing  
20    dispatchers today. Tomorrow, the Commission will replace  
21    me. But Jaime Young comes to you from the POST Dispatch  
22    Advisory Committee, and I'm staying on that.

23            It's just my turn to rotate out.

24            But I wanted to thank POST on a whole, because this  
25    chair wasn't here six years ago. So thank you for

1 including the dispatchers.

2 CHAIRPERSON CASAS: Al, it was a pleasure working  
3 with you, and I'm sure I speak for everyone here that,  
4 it's time. I'm glad it came here during my term.

5 Chief.

6 MEMBER GARNER: Greg Garner. Cal Chiefs.

7 No report.

8 VICE CHAIRPERSON SPAGNOLI: Sandra Spagnoli, CPOA.

9 The only thing I have to report is the 2016 COPSWEST  
10 Training and Expo, CPOA will be hosting that October 3rd  
11 through 6 at the Convention Center in Sacramento. And at  
12 that time, we also do honor acts of outstanding policing.  
13 It's our annual award program.

14 And that's all I have to report.

15 CHAIRPERSON CASAS: Thank you, Chief.

16 I will now go to Item F, which is commissioner  
17 comments.

18 Any commissioners in the audience, thank you  
19 for being here. We always look forward to having you at  
20 our meetings.

21 Are there any comments from any of the commissioners  
22 in the audience?

23 Okay. We'll move on.

24 Thank you.

25 We're now to Item G, which is Old Business.

**POST Advisory Committee Meeting, June 22, 2016**

1 Any old business that needs to be discussed?

2 Nope.

3 Having heard none, we'll go on to Item H, which is  
4 New Business.

5 And I will call for any new business other than what  
6 I have on my list here. Any other -- no?

7 We will address, then --

8 ASSISTANT EXECUTIVE DIRECTOR BULLARD: We have the  
9 nominations.

10 CHAIRPERSON CASAS: Yes, that's what I was going to  
11 go to.

12 I'm going to officially open up the nominations for  
13 the 2016 POST Excellence in Training Awards.

14 I don't know if the applications have gone out yet  
15 or --

16 ASSISTANT EXECUTIVE DIRECTOR BULLARD: It will open  
17 up in July. And we are going to use the same advertising  
18 that we used before, which we thought was very effective,  
19 which is, we're going to have the pamphlets that our  
20 staff are going to take out and deliver into the field,  
21 as well as posting it on our website. But that will be  
22 starting July 1st.

23 CHAIRPERSON CASAS: Okay. And that will be for all  
24 of them, correct?

25 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Yes, for the



**POST Advisory Committee Meeting, June 22, 2016**

1 OJ "Bud" Simpson Act -- "Bud" Hawkins Award.

2 (Laughter.)

3 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Now you  
4 know what I watch. Now you know. Did you know? Now  
5 you do.

6 CHAIRPERSON CASAS: Okay. I'm glad this is a fun  
7 departure for me. I'm going to miss this. I really am.

8 I have the honor now of opening up the elections for  
9 the chair and vice chair for the Advisory Committee,  
10 which would be effective in October's meetings.

11 So with that, I would like to take any nominations  
12 for the chair of the Advisory Committee.

13 VICE CHAIRPERSON SPAGNOLI: I would like to nominate  
14 Marcelo Blanco for chair of the Advisory Committee.

15 CHAIRPERSON CASAS: Nomination of Marcelo Blanco by  
16 Sandra Spagnoli.

17 Seconded?

18 MEMBER BERNARD: Second. Bernard.

19 CHAIRPERSON CASAS: Any other nominations for chair?  
20 Having heard none, we will take the vote, correct?

21 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Um-hmm.

22 CHAIRPERSON CASAS: Okay. All those in favor  
23 of Marcelo Blanco taking over as chair in October,  
24 signify by saying "aye."

25 (Ayes.)

POST Advisory Committee Meeting, June 22, 2016

1 CHAIRPERSON CASAS: Opposed? Abstained?

2 Motion passes.

3 (*Raps gavel.*)

4 CHAIRPERSON CASAS: Congratulations.

5 VICE CHAIRPERSON SPAGNOLI: Does he not vote?

6 MEMBER BLANCO: I would imagine I abstain.

7 (*Laughter.*)

8 CHAIRPERSON CASAS: His vote doesn't count.

9 ASSISTANT EXECUTIVE DIRECTOR BULLARD: You didn't  
10 say "no." At least you didn't say "no."

11 CHAIRPERSON CASAS: We will do the same for the  
12 vice chair.

13 Any nominations for the vice chair of the Advisory  
14 Committee?

15 I will give you a moment to talk amongst yourselves.

16 MEMBER BANNING: Elmo Banning. I nominate Randy  
17 Waltz, vice chair.

18 CHAIRPERSON CASAS: We have a nomination of Randy  
19 Waltz by Elmo Banning.

20 Any other nominations. Or I should say -- let me  
21 just go back to that. Second?

22 MEMBER BOCK: Second. Bock.

23 CHAIRPERSON CASAS: Seconded by Jim Bock.

24 Any other nominations?

25 Having heard none, we'll go to the vote.

**POST Advisory Committee Meeting, June 22, 2016**

1 All those in favor of Randy Waltz taking the vice  
2 chair position, signify by saying "aye."

3 (Ayes.)

4 CHAIRPERSON CASAS: Opposed?

5 And Randy Waltz will abstain.

6 MEMBER WALTZ: I was going to vote no.

7 CHAIRPERSON CASAS: The vote passes.

8 Congratulations, Randy.

9 (Applause.)

10 CHAIRPERSON CASAS: Okay. Item I, Future Meetings.

11 ASSISTANT EXECUTIVE DIRECTOR BULLARD: Our "leg."  
12 meeting is going to be at 8:30 tomorrow morning.

13 It's in Training Room C, which is right next door in  
14 that direction. And the Commission meeting will follow  
15 at 10 o'clock and be held in this room.

16 Our next Advisory Meeting is October 26th at  
17 1:00 o'clock, and it will be held at POST headquarters.

18 CHAIRPERSON CASAS: Okay. Thank you, Jan.

19 INTERIM EXECUTIVE DIRECTOR SCOFIELD: Mr. Chair, if  
20 I may.

21 CHAIRPERSON CASAS: Yes.

22 INTERIM EXECUTIVE DIRECTOR SCOFIELD: We'll have a  
23 more formal presentation tomorrow at the commission  
24 meeting, but I just want to say thank you very much for  
25 your 13 years of service on this committee.

**POST Advisory Committee Meeting, June 22, 2016**

1           Thank you for your service down in the Orange County  
2 Training Managers Association and all of the outreach you  
3 have done down there. It's been an absolute pleasure to  
4 work with you.

5           Thank you.

6           ASSISTANT EXECUTIVE DIRECTOR BULLARD: Thank you  
7 very much because it has been just a joy to have you  
8 on Advisory.

9           *(Applause.)*

10          CHAIRPERSON CASAS: Thank you very much.

11          I have known all of you a very long time and some  
12 of the new people that I met -- and I got to tell you --  
13 and I've been to other states in the union.

14          California has it down pat. This is, by far, the  
15 finest, most professional group I've ever worked with.  
16 So it has been an honor and thank you very much. I  
17 appreciate the time I've had with all of you.

18          MEMBER BANNING: Mario, I want to personally thank  
19 you. The very first day I walked in, you were one of  
20 the very first people who walked across and shook my  
21 hand and kind of led me through. I really did  
22 appreciate that. You walk into something, it's pretty  
23 ominous if you've never been involved in this. Thank  
24 you.

25          CHAIRPERSON CASAS: Thank you, Elmo. Thank you

POST Advisory Committee Meeting, June 22, 2016

1 very much.

2 Okay. With that, I think I will entertain a  
3 motion to adjourn.

4 Thank you.

5 Just one thing, though: Just to announce that in  
6 the back of the room, POST was kind enough to provide  
7 some food and drink in the back, there. Nonalcoholic  
8 drinks in the back of the room there. So please help  
9 yourself, courtesy of POST.

10 Thank you very much, and this meeting is adjourned.

11 *(The Advisory Committee meeting concluded*  
12 *at 2:27 p.m.)*

13 ---o0o---

**REPORTER'S CERTIFICATE**

I hereby certify:

That the foregoing proceedings were duly reported by me at the time and place herein specified; and

That the proceedings were reported by me, a duly certified shorthand reporter and a disinterested person, and was thereafter transcribed into typewriting.

In witness whereof, I have hereunto set my hand on July 12<sup>th</sup>, 2016.

---

Kathryn S. Swank, CSR License #13061  
Registered Professional Reporter